

Creating a Healthy State of Mind at Work

**4 steps that enable employees
to perform at their best**



Great companies know their greatest asset is their employees

Great companies also believe a healthy work culture is as important as a healthy balance sheet.

When organizations create an emotionally healthy place to work, they empower employees to achieve their full potential, think and act like owners and focus on what can be done rather than being preoccupied with what can't.

By removing obstacles that can get in the way of inclusion and participation, such as bias, anxiety and apathy, companies empower their employees to confidently and wholly participate in greater collaboration, productivity and innovation.



Nearly 90% of employees surveyed at businesses that are recognized as a “Great Place to Work” credit their organization’s psychologically and emotionally healthy work environment for enabling them to perform at their best.¹

¹[Economist 2020](#)

4 steps that enable employees to perform at their best



Fostering psychological safety



Creating a sense of belonging



Inspiring positivity at work



Building a respectful workplace

Fostering psychological safety

People experience psychological safety when they feel comfortable being their genuine selves without fear of being criticized or punished for speaking up

and taking interpersonal risks — such as raising questions, asking for help, offering suggestions, owning up to a mistake or voicing an opposing opinion.

Organizations foster psychological safety at work by promoting inclusion and building trust.



Organizations foster psychological safety at work by promoting inclusion and building trust that team member candor and vulnerability is welcome. When all employees can freely weigh in with their thoughts and expertise, opinions, concerns and ideas can be heard that inspire better decisions.

By inviting curiosity, promoting two-way dialog, actively listening to the viewpoints of others and rewarding interpersonal risk taking, organizations create a safe environment for employees to openly express themselves, improving brainstorming, creativity and problem solving.



89% of employees believe psychological safety at work is essential to individual and team performance.²

²McKinsey 2020

Inspiring positivity at work

A positive work environment is one in which employees feel valued, safe and good about coming to work. It's created by providing rewarding challenges, supportive work relationships and prospects for personal growth.

Leaders, managers and employees play a role in fostering a positive mindset by treating each other fairly, recognizing contributions, empowering individuals and being empathic to their physical and mental well-being, workload and work-life balance.

Having a positive outlook is contagious and creates a pervasive "can do" attitude within all levels of an organization. Creating a culture of positivity enables companies to reduce stress and burnout, and boost energy levels to take on new challenges, achieve stretch goals and creatively solve problems.



Toxic workplace cultures have driven 20% of U.S. employees out of their jobs in the past five years — at a turnover cost greater than \$223 billion.³

³SHRM 2019

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Creating a sense of belonging

Sense of belonging is the security and support employees feel when they are accepted, included and valued for being their true selves at work. For employees

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Companies create a sense of belonging by regularly communicating with people, truly listening to their aspirations and letting go of a rigid management style to allow employees to shape their own approach. Additionally, investing in employees' continued growth — including mentoring programs that expand their social networks and expose them to valuable skills — increases belonging.

When companies create space for everyone to belong, employees are happier and more emotionally invested at work.



Employees with a strong sense of belonging are 5 times more likely to be engaged, perform better and challenge themselves.⁴

⁴Glint 2021

Building a respectful workplace

Clearly communicating expectations for workplace behavior reinforces an organization's commitment to a respectful, inclusive and ethical work culture, while also demonstrating you care about employees.

Treating employees with respect conveys you value them as a vital member of the team. Leaders, managers and employees demonstrate respect to co-workers by providing flexible work schedules, avoiding after-hour emails, calls and chat messages, and supporting requests for time off and a work-life balance.

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Companies also show respect by making assistance programs available to help employees deal with stress, care-giving responsibilities, financial planning, mental health issues, drug and alcohol dependency and more. Providing these tools, benefits and support improve the work experience and personal lives of employees so they can perform at their best.



Fewer than 1 in 4 U.S. employees feel strongly that their organization cares about their well-being.⁵

⁵Gallup 2021



10 actions for building a healthy workplace culture

Recognize each employee's **individual contribution**, as well as the good work of team members.

Practice active listening and **show empathy** to employees to demonstrate that you care about them and not just their work.

Create **personal growth opportunities** for employees and support team building.

Build **trust from the top down** through words and actions.

Reduce unconscious bias and **microaggressions** that can make people feel judged, misunderstood, excluded and unsafe.

Be a **positive role model, ally** and **mentor** to co-workers.

Include team members in decision-making and demonstrate that their opinions, suggestions and concerns count by soliciting honest communication and **establishing an open-door policy**.

Promote well-being by **providing flexible work options, mental health benefits** and **employee assistance programs** that enable employees to be at their best.

Connect and communicate with team members in new ways and encourage people with diverse backgrounds, experiences and perspectives to lead discussions.

Measure psychological safety at work through employee surveys, one-on-one conversations and ongoing communications. **Ask for and respond to employee suggestions** to boost psychological safety, trust and teamwork.

About Traliant

Traliant, a leader in compliance training, is on a mission to help make workplaces better, for everyone. Committed to a customer promise of “compliance you can trust, training you will love,” Traliant delivers continuously compliant online courses, backed by an unparalleled in-house legal team, with engaging, story-based training designed to create truly enjoyable learning experiences.

Traliant supports over 14,000 organizations worldwide with a library of curated essential courses to broaden employee perspectives, achieve compliance and elevate workplace culture, including [preventing sexual harassment](#), [DEI](#), [code of conduct](#), and many more.

Backed by PSG, a leading growth equity firm, Traliant holds a coveted position on Inc.’s 5000 fastest-growing private companies in America for four consecutive years, along with numerous awards for its products and workplace culture. For more information, [visit our website](#) and [follow us on LinkedIn](#).

